

STAFF LEARNING AND GROWTH OBJECTIVES

1. Foster a positive, innovative work environment. The goal is for:

Professional and support staff responses to an organizational climate survey to indicate a stable or more positive and innovative work environment from one year to the next.

2. Employ and retain highly capable employees. The goals are for:

- A. The average educational level of the professional and support staffs to increase or at least remain the same from one year to the next.

- B. The net turnover rate¹ of the professional and support staffs to decrease or at least remain the same from one year to the next.

3. Recruit and retain a diverse work force. The goal is for:

The gender, race, and age of the professional and support staffs to show progress toward approximating the respective work forces in the Little Rock Metropolitan Statistical Area from one year to the next.

4. Enhance training and development opportunities. The goals are for:

- A. The average number of days spent in training by the professional and support staffs to increase or at least remain the same from one year to the next.

- B. The number and percentage of professional and support staff having recognized job-specific or job-related credentials to increase or at least remain the same from one year to the next.

Adopted: June 12, 2002

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¹ The net turnover rate is the total separations less retirements, disabilities, and deaths divided by the average number of employees during the year.